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ABSTRACT

The results of a survey of existing membership and program practices of all active commissions for women conducted by the National Association of Commissions for Women (NACW) are summarized. The three-part survey was the NACW's first step in encouraging and promoting appointments of racial and ethnic minority women to local and state women's commissions. Part one, presenting the ethnic and racial membership composition of current state, county, and municipal commissions, indicates that of the 64 responding commissions, minority women composed about 20% of the membership. Geographic influences on commission membership are also briefly noted. Part two of the survey sought information about general program activities of the commissions. A list of responses, showing the relative frequency with which each activity was reported, indicates that "employment" and "women and the law" were most frequently reported, and "housing" was least. The last part of the survey asked specifically for a brief description of past, present, or planned activities affecting racial and ethnic minority women. Seven of the most frequently reported activities are mentioned along with the states, counties, and municipalities involved in each. A number of special comments taken from the questionnaires concludes the survey summary. Appendices include a copy of the questionnaire, a cover letter distributed with the questionnaire, and a list of currently active state, county, and municipal commissions. (BC)

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Commissions for Women: Participation of Racial and Ethnic Minority Women in Membership and Program Activities

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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1977

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FOREWORD

We are happy to make available in this report the results of a questionnaire distributed to all officially established commissions on the status of women to learn the extent of membership and program participation by selected segments of their communities. While the major emphasis is on the presence of racial and ethnic minority women, following up a specific request for this information by the National Association of Commissions for Women, the questionnaire also asked the number of men, youth under age 25, and union members, and for a listing of regular as well as special program emphases.

We appreciate the readiness of the many commissions who answered the questionnaire to share their experiences. It is our hope that the data which appear in these pages may facilitate the exchange of such information among commissions and assist them in developing more complete representation of their respective jurisdictions.

This report was prepared by Marguerite Gilmore. Chief of the Division of Coordination and Special Projects.

Alexis M. Herman

ALEXIS M. HERMAN
Director, Women's Bureau

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GENERAL BACKGROUND

The impetus for this report came from the June 1976 Annual Meeting of the National Association of Commissions for Women, where the following resolution was adopted:

> "Be it resolved that the National Association of Commissions for Women (hereinafter NACW) establish as a crucial priority the concerns of racial and ethnic minority women,
>
> (1) to encourage and promote appointments of racial and ethnic minority women to local and state commissions,
>
> (2) to promote outreach of commission programs to racial and ethnic minority communities,
>
> (3) to establish a communications system for the exchange of information concerning the status of racial and ethnic minority women,
>
> (4) to compile a profile of its racial and ethnic minority women membership and disseminate findings in BREAKTHROUGH and to all NACW membership."

Shortly thereafter NACW and the Women's Bureau (WB) jointly determined that a survey of existing membership and program practices of all active commissions 1/ was the necessary first step to implement the resolution. A questionnaire (see Appendix

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1/ Not confined to NACW membership. See Appendix B for list of active commissions.

A) was prepared jointly and distributed by the WB which assumed responsibility for tabulating the results and publishing them in a brief report. NACW will disseminate the results further in BREAKTHROUGH, the association's newsletter, and will assume responsibility for establishing a communications system for the exchange of the information among commissions.

It should be noted that this report is indicative of membership and activities rather than exact or all-inclusive, partly because only 74 of 137 commissions responded to the survey, but also because of the frequent changes in the commissions' status as a whole. At any one time, certain ones will not be functional while awaiting action by the appointing authority. This is particularly true during a change of administration. Some "permanent" commissions, usually those set up by legislative rather than executive authority and with rotating membership, are somewhat less affected by change but few are completely free from some periods of inaction.

Another but more positive factor affecting the total picture is the increasing number of local commissions which have been emerging during the last several years. For example, seven new commissions were established between August and November 1976 while this survey was in process. The data in this report are based on information from commissions which were recorded to be in active status as of November 1976.

COMMISSION STRUCTURE

A brief summary of the present number of commissions, their geographical spread and format, and their channels of communication with each other should be of assistance in examining the membership survey results.

There are currently 137 officially appointed commissions: 2/ 45 State, the District of Columbia, the Commonwealth of Puerto

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2/ See Appendix B for list.

Rico, 45 county, 43 municipal, and two regional commissions. The first of the regional commissions, the Greater Kansas City Regional Commission, was developed in 1975 and 1976 as a project of the Metropolitan Kansas City International Women's Year Committee. It has 12 members, one from each of 6 jurisdictions in Kansas and 6 in Missouri, and a cochairperson from each State. It is headquartered in Kansas City, Mo.

The second regional commission, the Central Florida Commission, was established in 1976 and is composed currently of four adjacent county commissions--Brevard, Orange, Osceola, and Seminole. Each has nine officially appointed members who elect one of their number to serve as county vice-chair. All four counties then participate in the election of an overall regional chairperson.

Another form of regional organization, the Metropolitan Washington Coalition of Commissions for Women, came into being in 1972 when a group of commissions formed a loose federation to strengthen their impact and avoid duplication of activities in that geographical area. By late 1976 the coalition included a total of 12 commissions.3/ Among its most important services have been a clearinghouse function and monthly meetings to exchange information and program ideas on subjects such as credit, rape, battered women, status of household employees, and the IWY conferences. A WB staff member serves as liaison with this group for information and technical assistance. The coalition cosponsored in Washington, D.C., a month-long national exhibit of commission materials with the National Association of Commissions for Women, the Women's Bureau, and the Library of the U.S. Department of Labor.4/ This project also marked the beginning of a permanent shelf for commission material available for public use in the Labor Department Library.

3/ Included 2 State commissions, 2 municipal, 7 county, and the District of Columbia.

4/ The exhibit was held March 29 to April 22, 1977, in the U.S. Department of Labor Library; 59 commissions submitted material.

The need for a national clearinghouse and coordinating organization for the commissions became evident very early, and in 1970, at the time of the 50th Anniversary Conference of the Women's Bureau, the Interstate Association of Commissions on the Status of Women was formally established. In March 1975, by action at the constitutional convention of this organization, the name was officially changed to the National Association of Commissions for Women to accommodate the growing number of local commissions and to assure their participation in the organization on an equal basis with the States.

The purpose of the national organization as set forth in the bylaws is: to foster closer relationships and fuller exchange of ideas among members; to further equal legal, social, political, economic, and educational opportunity and advancement of all women and men; to eliminate discrimination on the basis of sex, race, age, religion, national origin, or marital status in all phases of American society; to promote the dissemination of information and provide counsel on opportunities for the effective participation of women in private and public sectors; and to encourage women to assume initiative and accept their responsibility in the removal of legal and other barriers to the realization of their human rights.

The NACW is not a government entity, although its membership consists entirely of the official commissions established in the State and local jurisdictions. It is supported by dues paid by the member commissions, numbering approximately 60, and is currently headquartered in Washington, D.C., at the address of Dr. Emily Taylor, Suite 831, One Dupont Circle, N.W., Washington, D.C. 20036.5/

5/ The official headquarters changes to the address of a new president when elected.

The NACW publishes BREAKTHROUGH, a bimonthly newsletter to disseminate information about activities of State and local commissions. The association also maintains files of commission reports and serves as a resource exchange facility. The president advises member commissions on relevant legislative developments. NACW testifies on bills and regulations pertaining to women's issues and positions of the association. It conducts regional and national conferences which combine speakers and workshops on concerns of women. The program adopted annually covers issues ranging from sexism in education to problems of women offenders to vocational training programs for women. The NACW and its member commissions work jointly for legislation and enforcement procedures which will enhance the position of women of all ages, racial and ethnic groups, and economic levels.

It was from the June 1976 Annual Conference that this report stems, following passage of a resolution to "establish as a crucial priority the concerns of racial and ethnic minority women." The section which follows summarizes the results of a survey to determine the participation of racial and ethnic minority women in membership and program activities.

SUMMARY OF SURVEY FINDINGS

Current Membership of Racial and Ethnic Minority Women on Commissions

Seventy-four commissions responded to the questionnaire, reporting a total membership of 1,432 6/ members. Sixty-four of these commissions listed 287 racial and ethnic minority women, or approximately 20 percent of the membership.

6/ This number included 10 minority male members. These have not been included in the analysis since the objective was to ascertain the number of minority women.

The following figures show the distribution of the minority women by category and by number and type of commission (State, county, municipal). The first figure in each column indicates the number of women, the second (in parentheses) indicates the number of commissions. Thus, the first line shows that there are 89 black women in 32 State commissions; 26 black women in 11 county commissions; and 54 black women in 13 municipal commissions, making a total of 169 black women in 56 commissions.

Category	State	County	Municipal	Total
Black	89(32)	26(11)	54(13)	169(56)
Hispanic	31(18)	12(8)	19(10)	62(36)
Asian-American	19(4)	12(4)	4(3)	35(11)
Indian-American	16(11)	4(2)	1(1)	21(14)
				287(64)

COMMENTS:

The individual categories of minority membership differed noticeably in their geographic spread as well as in number. As might be assumed, it followed the demographic distribution of these populations with only a few exceptions.

--The 56 commissions reporting 169 black women members covered all major areas of the United States.

--The 36 commissions reporting 62 Hispanic women showed a concentration of approximately half these women in the Southwest. The other half ranged widely from the Southeast to New England, to the Mid and Far West, to Hawaii.

--The 11 commissions reporting 35 Asian-American women were concentrated in California and Hawaii, except for one each in Dade County, Fla., South Dakota, Utah, and Washington State.

--The 14 commissions reporting 21 Indian-American women were widely scattered, with one member each in Florida, Idaho, Michigan, Mississippi, Lincoln-Lancaster, Nebr., North Carolina, Oklahoma, San Antonio, Tex., Utah, Washington State, and Wisconsin. Montana and South Dakota each had two members; Arizona and Hilo, Hawaii, each had three.

Brief Description of Past, Present, or Planned Activities Affecting Racial and Ethnic Minority Women

Fifty-five of the 74 commissions listed special activities involving their minority women members. These commissions are identified under the various program categories, and a limited number of illustrations are given based on the data supplied in the questionnaire. It is hoped that this information will help to facilitate communication by other commissions seeking suggestions for initiating similar programs.

Of the 19 commissions not listing special activities, more than half stated that they tried to integrate minority members in all phases of their programs rather than to separate them out. Several others stated that they were too new to have a firm program established.

Two of those reporting special programs stated also that because of their special demographic situation, their total programs focused on minority women's problems.

-- The District of Columbia stated: "Membership on the commission reflects demography of community. In selecting issues for action the commission places emphasis on problems and needs of the city, a large population of whom are black and who shoulder or share economic responsibilities for their families."

-- Hawaii stated: "There is no racial or ethnic majority in Hawaii."

The special activities reported fall most frequently in the following categories:

-- Affirmative Action, including hearings, informal and formal processing of complaints, and active support of minority women on commissions and boards and in public office.

Arizona, California (also Compton and Santa Clara Counties) Colorado, District of Columbia, Florida (also Jacksonville), Hawaii (also Hilo County), Louisiana, Prince George's County, Md., Lincoln-Lancaster and Omaha, Nebr., New Mexico, New York, Ohio, Tennessee, and Dallas, Tex.

-- Legislation, including initiation, support and/or improvement of laws or regulations with specific relevance to minority women.

Alabama, California (also Concord), Colorado, Florida, Hawaii, Gary, Ind., Louisiana, and Mecklenburg County, N.C.

-- Employment, including public and private employment, training and counseling, and efforts to improve job opportunities for minority women.

Alabama, California (also Monterey and Santa Clara Counties, and San Francisco), Connecticut, District of Columbia, Hilo County, Hawaii, Gary, Ind., Kentucky, Maryland, Michigan, Nebraska, New Mexico, New York, Mecklenburg County, N.C., Pennsylvania, South Dakota, and Tennessee.

-- Conferences, Workshops, and Forums.
Arkansas, California (also Monterey and Santa Clara Counties and Compton), District of Columbia, Florida (also Dade County and Miami Beach), Hawaii, Maryland (also Montgomery and Prince George's Counties), Michigan, Nebraska, New Mexico, New York, Austin and Dallas, Tex., Utah, Washington, and Wisconsin.

-- Publications, Reports, and Visual Aids.
Concord, Calif., Florida, Hawaii (slide show), Maryland, Michigan, Omaha, Nebr., New Mexico, North Carolina (also Mecklenburg County), South Dakota (slide show), Tennessee, Fairfax County, Va., and Wisconsin.

-- TV, Radio, and Other News Media.
Miami Beach and Jacksonville, Fla., Maine (in French), and Virginia (also Fairfax County).

-- Outreach Through Special Personnel.
San Francisco and Santa Clara County, Calif., Dade County, Fla., Louisiana, Prince George's County, Md., Tennessee, and Wisconsin.

In addition, there were scattered references to programs in broadening women's and girls' participation in sports, and programs concerning health, sexual assault, child care, consumer education, and housing.

The following illustrations were drawn from the data supplied in the questionnaires:

-- "This year the commission recommended changes in the act establishing the commission to ensure that appointments would be representative of a broad range of women's concerns. Labor and Hispanic and black women's interests were special priorities." - Connecticut

-- "Asked for and received seat on County's Affirmative Action Committee, which has the power to review and suggest changes in any County department's action policy. Had two 'information' days in addition to being represented at junior college women's days with purpose of explaining education options, job opportunities, etc. for all women especially, in our area, Chicanas." - Monterey County, Calif.

-- "Our Ethnics Concerns Committee is planning to hold a public hearing for minority women in the near future to ascertain the problems they encounter, their needs and hopes. We have a large Hispanic population as well as Korean and Vietnamese and hope the hearing will bring some good results." - Prince George's County, Md.

-- "Survey made of blacks and women on State and local boards and commissions; conducted study of United Way boards and committees to determine minority representation. Survey made of women heads of households showed percentage of minority women is great. Has supported increase in payments for ADC families and for training heads of households. Liaison and coordination with upward mobility organizations being established and maintained." - Omaha, Nebr.

-- "Presently conducting assertiveness training workshops specifically for minority and low-income women. First series conducted by a Chicana; current one by an Asian-American. Received special grant of $800 for this project. Outreach program to involve minority women and learn their needs resulted in pamphlet in Spanish and English on how to get child support from absentee parents. Sponsored conference on housing for low-income and minority women. Established Chicana support group to help each other with daily difficulties. Established Special Ethnic Minority Women's Committee which specifically addresses special needs of Third World women."
- Santa Clara County, Calif.

-- "Public hearing held for Chicana women and one planned for black women." - Dallas, Tex.

-- "Public service spots produced by commission were also produced in French, the language of a significant (State) minority group." - Maine

-- "Commission gave staff assistance and $800 to assist first intertribal Native American women's organization--Tribal Women, Inc. Commission member helped form first black BPW in State." - Wisconsin

-- "Each of our three conferences has focused on at least one area of concern to racial and ethnic minority women, who have been prominent as speakers and resource persons for these events. Our reports on affirmative action in employment included data and recommendations for employment of minority women in CETA-funded programs, Manpower Planning Programs and State government. Commission maintains close ties with State agencies such as Department of Civil Rights, Indian Commission, Spanish-speaking Commission, and private organizations such as Negro BPW Clubs of Michigan, and with local organizations."
- Michigan

-- "Established Task Force on Household Employment to improve status, pay, and benefits, and to interpret to the public and serve as advocate. Worked to secure workers' compensation for domestics. Wrote publication on domestics and translated into Spanish. Helped organize local group of Household Technicians, a private organization whose goal is to improve status of household workers."
- Maryland

-- "Have developed a slide/tape show, "Wahine: The Women Who Built Hawaii," showing women from old monarchy, missionaries, all immigrant groups from Europe, Asia, and the Pacific; have in process the ethnic history of women in Hawaii, with the Chinese and Portugese parts completed; have already held two of four institutes to combat racism in public education." - Hawaii

-- "Appointment of a coordinator for minority women's programs; testifying for legislation that affects educational needs of minority women." - Louisiana

-- "Majority of our commissioners are minority women, as is population of Gary, Ind. Most of our activities affect primarily minority women." - Gary, Ind.

-- "All of the issues the commission has been addressing have included, in the planning, ethnic minority women and their representation. The commission has received funding for a grant to aid local commissions and minority organizations in assisting minority women who want to improve their performance when competing for public employment."
- California

-- "The Latin Women's Task Force was just formed and will be developing its programs and objectives in the fall."
- Dade County, Fla.

-- "Published Minority Study as addendum to the documentary, The Status of Women in North Carolina."
- North Carolina

-- "Cosponsored with WB and other agencies and groups a conference on 'Employment Awareness for Indian Women' in Shiprock, with 200 Indian women attending; conducted another on 'Consumer Education and Equal Credit Opportunities for Indian Women,' with 125 Indian women attending; sponsored a two-day regional conference on 'Special Housing Needs of Women' to discuss housing problems of minority women in particular; and published 'Legal Rights of Women' in English and Spanish."
- New Mexico

-- "Efforts to maintain and expand communication with minority women is an ongoing goal of the Women's Council. Has always had representation of major racial-ethnic groups in State. Efforts coordinated with Governor's Indian Advisory Council, Commission on Asian-American Affairs, and Mexican-American Commission. Joint task force of members of Asian-American Commission and Women's Council recently established, and similar effort with Mexican-American Commission being considered." - Washington

-- "The problem of minority participation has not been an issue. The chair and an additional member of the Commission are black." - West Virginia

-- "The chair has requested the Governor to name additional minority members to the commission. Part of symposium, 'Equality in a Changing World,' funded by Arizona Council on the Humanities, addresses 'Equality and Minorities.' There is at least one person of ethnic/racial minority background on each panel." - Arizona

-- "Testified in legislative and State agency hearings on data and on experience with problems of minority women; new funding to establish women's and girls' sports commissions that will consider underutilization of existing sports agencies by minority females." - Colorado

-- "Supports and monitors implementation of improved affirmative action plan in city government; promoted increase in media coverage and awareness of services for women, especially in minority and ethnic communities."
- Jacksonville, Fla.

-- "Ethnic minority women in city employment all concentrated in secretarial/clerical positions. Commission was instrumental in having the first Chicana selected as assistant city clerk. San Antonio has large unemployment rate among Spanish speaking; in some neighborhoods as high as 39 percent. Commission feels strongly that primary effort should be to explore ways to establish permanent employment opportunities for the ethnic minorities." - San Antonio, Tex.

-- "The membership of the Women's Division is such that all are active in women's groups such as the Puerto Rican Women's Forum, Coalition of 100 Black Women, National Council of Negro Women and the National Hook-Up of Black Women. Our activities are supportive of these groups."
- New York

-- "Will shortly get additional CETA-funded staff person which will give us three outreach workers to work in the Asian, black, and Latina communities to provide input into our work at all levels." - San Francisco, Calif.

-- "Racial/ethnic minority representation on commission (26 percent) is higher than in State (6 percent). However, employment percentages show great imbalance. Commission has submitted proposal on Displaced Homemaker for funding, and is sharing information with the State EEO for developing an employment roster identifying qualified minorities for upper grade level and management positions. Participated in Chicana conference in fall of 1975 and included representatives from the bi-lingual preschool in the commission's consultation on child care." - Utah

-- "Cosponsored a conference entitled 'Black Women Speak'; conducted employment workshop on 'Take the Plunge--How to Secure a Job,' which was predominately attended by Native American Women from a nearby reservation."
- Nebraska

-- "Passed resolutions, conducted workshops, filed complaints against institutions that are not in compliance; seeking more involvement on advisory councils of other minorities."
-Compton, Calif.

-- "Commission was able to work on, and have IBM reporting breakdown of, State government employment in category of minority women as part of an all-inclusive survey. This year was the first year for such information, which was a real breakthrough. Working very closely with the Affirmative Action Coordinator on hiring and upgrading of minority women." - Tennessee

-- "Have had our legal pamphlet reprinted in Spanish for the Spanish-speaking women in our State; assisted in health programs for Indian-Americans; have worked to achieve representation of all minorities and geared programs to meet needs of all women." - Florida

-- "Major minority group is black women. There are a few Chinese and Spanish. Since most everyone does speak and understand English, programming specifically for minority women has not been a past or continuing activity. However, entire problem of employment for women and equal pay for women does affect black women doubly. Since they are in the lower paying categories statistically, until governmental agencies thrust their efforts to the quality of employment and equal pay for all women, the minority women will be stalled in double or triple jeopardy."- Kentucky

-- "We are conducting a group called 'Double Jeopardy' which will support minority women; it is a pilot project."
- Montgomery County, Md.

-- "Workshop and special packet on health services available for low-income women involved many minority women; commission is alert to need for affirmative action."
- South Bend, Ind.

-- "One of our Vista Volunteers is to work in a target area where the population is primarily black women."
- Alexandria, Va.

-- "Currently keeping a 'weather eye' on actual implementation of affirmative action law, and recently wrote the Labor Department and our legislators about the suggested revisions to the law that threaten its effectiveness."
- Humboldt County, Calif.

-- "Survey of minority women in city/county employment undertaken as followup of one comparing men/women. Also working for minority women appointments to commissions/boards. Chairs of seven commission committees are working actively for minority input." - Lincoln-Lancaster, Nebr.

-- "We have completed a slide show depicting historical role expectations and contemporary choices confronting Indian women of this State." - South Dakota

-- "The legislation creating our commission specifically calls for minority representation and we are awaiting some of these appointments. We would be interested to hear how other commissions have effectively aided minority women. We are reviewing films relating to women in our county library system and find a lack of films in the area of black women and their particular problems in the women's rights movement. We are seeking recommendations of good films so we can request their purchase."
- Fairfax County, Va.

Other Issues Covered in Survey

While this survey was conducted especially for the twin purpose of finding the extent of commission membership among racial and ethnic minority women, and the kinds of special activities related to them, information was also solicited concerning the number of men, youth under age 25, union members, and general program activities.

This information is summarized briefly under headings (A) and (B) below.

(A) Characteristics of membership by number of men, youth under 25, and union members.

- Male members. Forty-eight of the 74 commissions reported a total of 132 male members, a large majority of them in the State commissions.

- Youth under 25 years. Sixteen commissions reported a total of 22 members under 25, of whom one was male.

- Union members. Thirty-six commissions reported a total of 66 union members, 64 of them female and 2 male.

(B) General Program Activities

While this report does not intend to present a detailed discussion of the commissions' general program activities, some awareness of the emphasis given to the various areas by the 74 commissions reporting may be useful. The following list is arranged to show the frequency with which each is reported; that is, employment is at the top because most commissions were involved in that area, and housing is at the bottom because the least number of commissions were active in that area.

- Employment
- Women and the Law
- Sexual Assault
- Education
- Child Care
- Credit and Insurance
- Criminal Justice
- Affirmative Action
- Health
- Low Income
- International Women's Year and International Women's Decade
- Women in Public Office
- Outreach to Community, including Use of Public Media
- The Homemaker
- Cooperation With Other Agencies; Clearinghouse
- Equal Rights Amendment
- Older Women
- Volunteers
- History of State or Local Women
- Directories of Services Available
- Housing

Various techniques were used to implement these programs. Chief among them were hearings, workshops, and conferences; publications and use of TV/radio; initiation and/or support of legislation; establishment of shelters for rape victims or battered women; active support of day care programs; establishment of channels for continuing cooperation with government and voluntary agencies and organizations working on mutual goals.

APPENDIX A

NATIONAL ASSOCIATION OF COMMISSIONS FOR WOMEN
ONE DUPONT CIRCLE, N.W., #831 • WASHINGTON, D.C. 20036
PHONE (202) 833-4692

AUG 2 1976

MEMORANDUM TO: CHAIRS OF COMMISSIONS ON THE STATUS OF WOMEN

FROM: EMILY TAYLOR, President
National Association of Commissions for Women

CARMEN R. MAYMI, Director
Women's Bureau, U.S. Department of Labor

The attached questionnaire was prepared to implement the following resolution passed at the recent San Francisco Convention:

> "Be it resolved that the National Association of Commissions for Women (hereinafter "NACW") establish as a crucial priority the concerns of racial and ethnic minority women,
>
> (1) to encourage and promote appointments of racial and ethnic minority women to local and state commissions,
> (2) to promote outreach of commission programs to racial and ethnic minority communities,
> (3) to establish a communications system for the exchange of information concerning the status of racial and ethnic minority women,
> (4) to compile a profile of its racial and ethnic minority women membership and disseminate findings in Breakthrough and to all NACW membership."

We are happy to report that the Women's Bureau is working jointly with NACW on this survey, and will take responsibility for the tabulation and publication of the results. You will see that we have expanded the scope of the survey to include in addition to minority women, the number of men, youth under 25 years of age, and union members, areas in which the Bureau has strong program involvement and which are also important components of a representative commission membership.

PRESIDENT
EMILY TAYLOR
Maryland

VICE PRESIDENT
SHARYN CAMPBELL
District of Columbia

SECRETARY
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HELEN HENSLER
Wisconsin

As soon as the questionnaires are returned, we will get back to you with a report of the findings and with some suggestions for ways of addressing the concerns of minority women as well as ways of increasing the number of minority women actively involved in the work of the commissions.

Please return your questionnaire by the September 1 deadline shown on the form. A franked addressed envelope is attached for your convenience.

Attachment

QUESTI 'AIRE FOR COMMISSIONS

I. General Background

Name of commission, committee, or council_____

_____

Mailing Address_____

_____

Telephone_____

Chairperson_____

Address and Telephone if other than above_____

_____

Executive Director (if any)_____

Other staff (if any)_____

Date of this information_____

II. Composition of Current Membership

Number authorized_____ Number currently serving_____

Current Membership by Categories (Please give numbers)

Women	_____	Men	_____
	Minorities		
_____	Black	_____	
_____	Hispanic	_____	
_____	Indian-American	_____	
_____	Asian-American	_____	
	Under 25 years		
_____		_____	
	Union Members*		
_____		_____	

*If in doubt, list organization.

II. General Program Activities

A. Subjects of major emphasis_____

_____

_____

B. What plans do you have to address the goals of the International Women's Decade?

IV. Brief description of any past or present activity affecting racial and/or ethnic minority women, or any you are planning. (Use back of sheet or attach a second sheet)

igned:_____ Date_____

itle_____ Commission_____

uestionnaires should be completed by September 1 and returned to the omen's Bureau in the attached franked addressed envelope.

MPORTANT: If you have not already sent copies of your annual or pecial reports, newsletters or other materials illustrating your commission's objectives, activities, and achievements to both the NACW nd the WB offices, we would both appreciate receiving them at this ime. Most NACW members have already sent these in to that office in nswer to a NACW program questionnaire. At the same time, a number of ignificant reports have come to the WB from both NACW members and nonembers. Both offices could be more helpful if they each had the total nformation. The addresses to which they should be sent are: National ssociation of Commissions for Women, One Dupont Circle, NW., #831, ashington, D.C. 20036; Women's Bureau, U.S. Department of Labor, Room 3313, 200 Constitution Avenue, NW., Washington, D.C. 20210.

APPENDIX B

CURRENTLY ACTIVE COMMISSIONS

State Commissions

Alabama
Arizona
Arkansas
California
Colorado
Connecticut
Florida
Georgia
Hawaii
Idaho
Illinois
Iowa
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Rhode Island
South Carolina
South Dakota
Tennessee
Utah
Vermont
Virginia
Washington
West Virginia
Wisconsin
Wyoming

District of Columbia
Puerto Rico

Note: Those currently inactive are Alaska, Delaware, Indiana, Kansas, Texas, and the Territory of the Virgin Islands.

County Commissions

Alameda County, California
Humboldt County, California
Los Angeles County, California
Marin County, California
Monterey County, California
San Bernardino County, California
Santa Barbara County, California
Santa Clara County, California
Santa Cruz County, California
Sonoma County, California
Dade County, Florida
Key West (Monroe County), Florida
Palm Beach County, Florida
Hilo, Hawaii
Kula Maui, Hawaii
Anne Arundel County, Maryland
Charles County, Maryland
Howard County, Maryland
Montgomery County, Maryland
Prince George's County, Maryland
Washtenaw County, Michigan
Bergen County, New Jersey
Union County, New Jersey
North Carolina county commissions 1/
Arlington County, Virginia
Fairfax County, Virginia

1/ The North Carolina State Council on the Status of Women has under its jurisdiction 57 county commissions which operate out of 10 regional offices. For further information concerning these county commissions, call or write the North Carolina Council.

Municipal Commissions

Phoenix, Arizona
Tucson, Arizona
Compton, California
Concord, California
Los Angeles, California
San Diego, California
San Francisco, California (Joint city/county)
Jacksonville, Florida
Miami, Florida
Miami Beach, Florida
Columbus, Georgia
Honolulu, Hawaii
Columbus, Indiana
Crawfordsville, Indiana
Fort Wayne, Indiana
Gary, Indiana
Lafayette/West Lafayette/Tippecanoe County, Indiana
South Bend, Indiana
Alexandria, Louisiana
Baton Rouge, Louisiana
Lafayette, Louisiana
Boston, Massachusetts
Quincy, Massachusetts
Hattiesburg, Mississippi
Columbus, Nebraska
Lincoln-Lancaster, Nebraska
Omaha, Nebraska
Reno, Nevada
New York, New York
Greensboro, North Carolina
Austin, Texas
Dallas, Texas
Fort Worth, Texas
San Angelo, Texas
San Antonio, Texas
Wichita Falls, Texas

Alexandria, Virginia
Falls Church, Virginia
Seattle, Washington
Beckley, West Virginia
Beaver Dam, Wisconsin
Merrill, Wisconsin
Wausau, Wisconsin

Regional Commissions

Central Florida Commission on the Status of Women

(Brevard, Orange, Osceola, and Seminole Counties, Florida.)

Kansas Regional Commission on the Status of Women

(Includes adjacent areas in both Kansas and Missouri.)

Note: The list of active commissions, numbering 174, is as of May 1977 and thus differs from the 137 cited in the survey as of November 1, 1976. This is because new commissions have been added, primarily county ones in North Carolina.

GPO 916-998